# **Educator Effectiveness** A COLORADO PRIORITY



www.cde.state.co.us/EducatorEffectiveness

# **SUPPORTING** a Fair & Consistent Evaluation System

Overview of Elevate Colorado, the Online Inter-rater Agreement Training System

Senate Bill 10-191 (S.B. 10-191) was passed in 2010 changing the way both principals and teachers are supported and evaluated in Colorado with the ultimate goal of accelerating student learning. To support a fair and consistent educator evaluation system, the Colorado Department of Education (CDE) is developing tools to promote common interpretations of teacher quality and help evaluators provide useful and actionable feedback to educators. One tool is Elevate Colorado, an online inter-rater agreement training system being developed in partnership with My Learning Plan.

# What is inter-rater agreement?

Inter-rater agreement is the extent to which two or more evaluators, using the same evaluation tool, give the same rating to an identical observable situation, such as a classroom lesson or a video. It is a measure of consistency to support fair evaluations from evaluators.

# What is Elevate Colorado's purpose?

An important component of a rigorous educator evaluation system is observing an educator's professional practice with a rubric or other rating tool. Because S.B. 10-191 requires observation data to be considered in an educator's annual evaluation, developers of educator evaluation systems must ensure that evaluators' ratings are fair and consistent. Elevate Colorado uses classroom instruction videos to help train evaluators to calibrate their ratings with each other and/or master scorer ratings. This process builds clarity in understanding and identifying high quality teaching and thus consistency in evaluation ratings.

# How does the system work?

Elevate Colorado is an online tool allowing evaluators to view short videos of practicing teachers and align those teaching practices to the Colorado State Model Evaluation System rubric. Evaluators receive a report showing alignment of their scores to those of the master scorers.

### Who are the master scorers?

Master scorers are Colorado educators who have completed CDE's

### **Elevate Colorado Development Timeline**

#### May 2013

Application process and selection of master scorers

#### **July 2013**

Master scorers generate master scorer ratings

#### August 2013

Initial module (including six, short videos) ready for evaluator training and practice

#### September 2013-April 2014

- Development of teaching cases (multiple videos that show observations of the same teacher over time along with high-quality artifacts to mirror the model system evaluation cycle)
- Development of video clips that show observable teacher professional practices
- More cases will be added online as available

#### May-July 2014

Complete first set of master scored teaching case studies

#### August 2014

- Modules ready for trainers and calibration/certification of teacher evaluators
- Professional development modules for teacher professional practices available



training on the Colorado State Model Evaluation System and have experience using the teacher rubric to evaluate teachers on the statewide Quality Standards. A review panel compromised of CDE personnel as well as experts in the field chose the master scorers in May 2013. The goal was to bring together a group with varied teaching and supervision experience, expertise in a variety of content areas and experience in rural and urban school districts. CDE held a two-day session where master scorers calibrated their thinking by reviewing videos and coming to agreement on the final evidence.

### How can districts use Elevate Colorado?

Elevate Colorado is a free tool for districts and schools. During the 2013-14 school year, six initial modules are available for educators to practice as more functionality and videos are being built. When fully complete in August 2014, Elevate Colorado will allow evaluators to complete self-guided interrater agreement training modules, including watching videos of practicing educators, scoring portions of the Colorado State Model Evaluation System rubric, getting feedback on inter-rater agreement, seeing examples of high quality artifacts and watching examples of teaching. Eventually, this tool will enable evaluator training programs to meet the expectations of inter-rater agreement.

Elevate Colorado can also be used for professional development.

- Any Colorado educator can use this system to view video clips of lessons and practice aligning the professional practices and evidence. When finished, educators can click on the evidence comparison tab to compare results to that of the master scorers.
- The tool can also be used for staff development. Staff can view videos and align evidence prior to coming together. Once together, staff can review the results, refer back to evidence in the video and calibrate by comparing evidence to that of the master scorers. This practice allows for rich discussion that can uncover inconsistencies and/or bias in observation as well as support staff in coming to consensus on what high quality implementation of the Teacher Quality Standards looks like. In addition, these video clips can generate discussion about the type of coaching conversations and support that could be offered to the teacher.

### What's next?

CDE is currently building a robust system of online modules that schools and districts can use for calibration and certification of their evaluators. The system will include a variety of teaching cases of master scored videos and artifacts that can be used to measure inter-rater agreement on the state model rubrics. CDE intends to include examples of teaching at elementary, middle and high school levels and in a variety of content areas that show examples of all observable practices in the teacher rubric.

### Where can I learn more?

- To learn more about inter-rater agreement, visit: www.cde.state.co.us/educatoreffectiveness/interrateragreement
- To access Elevate Colorado, visit: <a href="http://www.mlpelevate.com/cdesignup.html">http://www.mlpelevate.com/cdesignup.html</a>

### The Colorado Department of Education